

EXECUTIVE ORDER



DISTRICT OF COLUMBIA

Subject:	Concussions and Traumatic Brain Injuries
Number	EO-23-001
Effective Date	January 30, 2023
Related to	GO-PER-100.11 (Medical Services)

I. PURPOSE

Due to the unpredictable and physical nature of police work, officers are at a higher risk of work-related physical injuries that could result in a concussion, which is a type of traumatic brain injury (TBI), due to activities including, but not limited to, restraining non-compliant suspects, vehicle and bicycle crashes, assaults, impact with objects or equipment, trips and falls, or other traumatic injuries. The purpose of this executive order is to announce procedures for the identification, reporting, and treatment for sworn members who sustain head injuries while on duty.

II. PROCEDURES

- A. Concussions/TBIs are blows or jolts to the head or neck or penetrating head injuries that disrupt the function of the brain. Not all blows or jolts to the head or neck result in a concussion/TBI. The severity of such an injury may range from “mild” (i.e., a brief change in consciousness) to “severe” (i.e., an extended period of unconsciousness or amnesia after the injury). A concussion/TBI may result in short or long-term effects. Symptoms of concussions/TBIs include:

Potential Concussion/TBI Symptoms	
Anxiety	Impaired judgement
Balance problems	Memory problems
Brain fog	Nausea
Concentration problems	Noise or light sensitivity
Depression	Personality changes
Disorientation or confusion	Sleep problems
Dizziness	Tinnitus (i.e., ringing in the ears)
Excessive fatigue	Vision changes
Headache	

- B. Members who observe an officer who may have sustained a head or neck injury with or without loss of consciousness shall notify an official.
- C. Sworn members who suffer an on or off-duty head or neck injury with or without loss of consciousness shall report the injury to an official and report to the Police and Fire Clinic (PFC) in accordance with [GO-PER-100.11 \(Medical Services\)](#) for concussion/TBI screening and medical evaluation.

- D. Officials shall ask members if they have sustained a head or neck injury when they are assaulted, involved in a vehicle or bicycle crash, fall, or are involved in other incidents where the official believes there is the potential for a concussion/TBI. Officials shall ensure members report to the PFC for concussion/TBI screening:

Referrals to MSD	
1.	After witnessing or being told by the member or other person that the member may have sustained a head or neck injury.
2.	After observing a possible head or neck injury on a body-worn camera (BWC) recording.

- E. Officials shall promptly notify the PFC (202-854-7731 or via email to msd.adminbox@dc.gov) of any members referred for concussion/TBI screening.



Robert J. Contee III
Chief of Police

RJC:KDO:MOC:BA:BK

DIRECTIVE CONFORMING AMENDMENTS

Amendment #	Page	Description of Change	Effective Date of Change	Name and Title of Authorizing Member
1	2	The first referral to MSD referred to a member having “sustained a head or head injury.” It now reads “sustained a head or neck injury.”	2/6/23	Maureen O’Connell, Director, Policy and Standards Branch